



Hospital and Community Preceptor Midterm and Final Evaluation

Student Name:

Student Number:

Preceptor:

Clinical Placement:

Code: (1) Unsatisfactory – deficient in awareness, knowledge, and/or ability; poor motivation for learning; lacks accountability; places patient/client at risk; needs significant more learning and effort to achieve an acceptable performance

(2) Satisfactory – consistently meets expectations of awareness, knowledge, and/or ability; performs consistently at acceptable level; accountable; building independence

(3) Excellent – exceeds expectations; performs consistently above acceptable standard and at an advanced level

| Concept/Area of Practice | Description | (1) Unsatisfactory | (2) Satisfactory | (3) Excellent |
|-------------------------------|--|-----------------------|---------------------|------------------|
| Professional Practice | Takes accountability and responsibility for own decisions & actions (seeks assistance/resources as needed; readily and positively accepts, seeks, and utilizes preceptor feedback consistently; take initiative; seeks out learning opportunities and ongoing improvements; incorporates sound evidence; prepares for clinical). | | | |
| | Collaborates with preceptor and identifies learning needs. | | | |
| | Attends clinical shifts as scheduled and on time. | | | |
| | Adheres to CNO standards of practice, policies & procedures (e.g., protection of health information, privacy, security, scope of practice, ethics, professional boundaries, reflective practice). | | | |
| | Role-models qualities of cultural humility, honesty, resilience, and integrity, including equitable, inclusive, non-discriminatory, and anti-racist behaviours. | | | |
| Communication & Collaboration | Establishes therapeutic relationship with patients/clients (communicates effectively, explains interventions, demonstrates empathy, trust, respect, and the appropriate use of power). | | | |
| | Engages the patient/client in establishing goals and care planning; Explains and updates plan of care with patient/client. | | | |
| | Determines health teaching needs with patient/client and delivers appropriate evidence-based information. | | | |
| | Communicates pertinent information with preceptor and the intra- and inter-professional team | | | |
| | Demonstrates proficiency with documentation; information is clear, accurate and timely | | | |

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| | Establishes respectful, supportive, and professional relationships with the health team; seeks consultation as needed; professional verbal/nonverbal communication | | | |
| | Handoff report is organized, thorough and accurate | | | |
| Critical Thinking & Evidence-informed decision-making | Demonstrates competence and proficiency with clinical skills (e.g., health assessment, sterile techniques, preparation of patients/clients for procedures, medication administration, pain management, community assessment, infection prevention, etc.) | | | |
| | Applies clinical reasoning and clinical judgment to patient/client care decisions (logical thought process; identifies normal and abnormal data; uses appropriate theories and models; seeks out various forms of evidence; identifies priorities). | | | |
| | Devises and implements evidence-based nursing actions; timely response to changes in patient/client status. Continually evaluates the plan of care, modifying it as needed. | | | |
| | Verbalizes sound reasoning with rationale for decisions | | | |
| Leadership & Followership | Organizes own workload/priorities, demonstrates effective time management skills, and the wise use of resources. | | | |
| | Displays leadership and confidence (e.g., initiative, commitment, advocacy, team player). | | | |
| | Demonstrates effective followership (e.g., teamwork, completion of tasks, identification of problems and providing and receiving feedback). | | | |
| | Supports the safe and effective coordination of care, case management, discharge planning, and transitions in care. | | | |
| Safety & Quality | Apply principles of safety that protect self, patients/clients, and the environment from harm (e.g., IPAC, fall prevention, comfort/caregiver rounds). | | | |
| | Evaluates potential/actual unsafe situations and report patient/client safety incidents, including near misses. | | | |
| | Integrates quality improvement principles into practice (participate in/evaluate QI unit activities). | | | |
| Medication Administration | Demonstrates principles and procedures for safe medication administration (if applicable). | | | |
| | Demonstrates sound medication knowledge (classification, use, dosage, route, side effects, nursing implications etc.) | | | |
| | Adheres to independent double checks for 'high alert' medication | | | |

Areas of Strengths and Overview of Recent Patient/Client Care Assignments:

Areas Recommended for Professional Growth and Development with Examples:

Preceptor Name:

Preceptor Signature:

Student Name:

Student Signature:

Faculty Advisor Name:

Faculty Advisor Signature:

